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Faculty Affairs Committee Meeting Minutes

October 25, 2019, SM 113 (Conference Room)

Members Present: Andrea Seielstad, Lee Dixon, Samuel Dorf, Andrew Sarangan, Sayeh Meisami, Shannon Driskell, Kathleen Miller

Excused: Kathleen Webb, Mark Jacobs, Lissa Cupp, Anne Crecelius, Corinne Daprano, Carolyn Phelps

The committee discussed how to proceed based upon our previous discussions. The following foundational issues were identified as needing resolution.

1. How does Due Process Work for faculty regarding ECO complaints? (AAUP recommends Due Process)
2. Do NTT FT Faculty have same rights to academic freedom as TT FT Faculty and due process? (Grievance vs. Academic Freedom and Tenure comm., AFT doesn't have NTT FT on it, Grievance does).
3. **Policy approval process of the Grievance and AFT committees Bylaws Should they be approved by senate/FAC? FAC leans toward YES.**
 - a. **Then, we should go back and review proposed revisions to bylaws? (FAC worked on this last year)**
4. Continue work on "Chronic Failure to Meet expectations" section of Faculty Handbook.

We agreed it was time to invite Kim Bakota to discuss our Equal Opportunity procedures in light of due process recommendations for faculty and the pending federal guidance.

We agreed that the bylaws for Academic Freedom and Grievance Committees should be approved by the Senate.

Pending Kim's input, we agreed to start work on #3 at our next meeting. Both FAC and the members of last year's Academic Freedom and Tenure Hearing Committee critically reviewed and proposed recommendations to the 2014 Bylaws. Next week, we will look closely at the 2018 version along with FAC's guidance (set forth in FAC's final report for last year) and see if we can make headway on finalizing recommendations for that document.